



Women Leaders in Pharma

For the leaders of today and tomorrow

A Year in Review: 2021

Published on English only. Future reports are planned to be published in both English and in French.

Milva's Message

Women Leaders in Pharma started as a conversation over coffee with a few friends. We shared our love for the life sciences and pharmaceutical industry and its ability to change lives. We also shared stories of challenges we faced over our careers: biases, assumptions, frustrations, and inequities. And I became acutely aware that I had been accepting barriers instead of facing and breaking them down. And that meant I was also leaving them in place for future generations of leaders.



Our collective stories and passion for this great industry became the fuel igniting our passion. And the result is Women Leaders in Pharma.

The co-founders, Louie-Anne Gauthier, Sara Leclerc, Sarah Marquis and Tamara Lovi did not fear scepticism, offered their time with great enthusiasm and even greater devotion. Our vision, sweat and laughter made Women Leaders in Pharma a reality.

In February of 2019, Women Leaders in Pharma held its launch event in Montreal, during the season's worst snowstorm. Nearly 90 women participated, some from as far away as Toronto. Initially, we anticipated expanding to Toronto in 2020. As a result of high demand, in September 2019, the Toronto team was established; and 2 months later, Toronto hosted its launch event.

Embracing Change Toward a New Reality

To say that the past two years have been difficult would be an understatement. We have all had to adjust to life in times of COVID-19, each of us have either lost loved ones or know someone who has and felt their pain. We were shocked by the tragic deaths of Breonna Taylor, George Floyd, Daunte Wright and others; although, some experienced it from a considerably more privileged vantage point than others. We were shaken by the continuous stream of social injustices and violence around the world.

And we are learning to live in a new reality: one that is beginning to embrace changes – some dramatic and some baby steps - at work, in our homes, in our communities and in our society. Over the past two years, Women Leaders in Pharma has addressed a variety of topics that have arisen from this new reality.

We're supporting one another as we rethink priorities: **families, friends, and social networks play a larger role than many realized.** As women, friends, mothers, sisters, partners, co-workers, and as caregivers, we reach out to one another and support each other to address and achieve mental health.

We're reminding one another that **self-care is not a luxury, but a necessity**. In one of the first WLP virtual events, Sara Leclerc said: "On airplanes you have to put on your own oxygen mask first. Otherwise, you can't help others". Our oxygen masks became books, puzzles, cooking, walks, and whatever else could occupy our minds. Self-care continues to be crucial after two years of pandemic, as the human body and mind is not equipped to handle prolonged stress, [and our events](#) and content are designed to remind our members of just how important it is.

We learned that colour blindness isn't a good thing. A colour blind society leaves us devoid of the language necessary to discuss race and examine our privilege and biases. My best friend is Italian black and while Italian connects us, our different skin colors make us live and perceive the world differently. It is necessary to acknowledge it to have a meaningful and respectful relationship. **We are all in a position to make a difference and we must be better allies.** As one of WLP's speakers said on this topic: "we must take personal responsibility for making our society and organizations fairer and more inclusive." And it starts with something simple: educating ourselves, and learning and understanding from other's experiences. WLP facilitated [discussions on diversity](#).

Work is now done anywhere and at any time. Most of us had to shift to remote working. And it took some getting used to... It gave us some flexibility; who didn't work in sweatpants during the pandemic? In the beginning at least, "leaving work at the office" might have been challenging especially if you did not have a dedicated office. WLP's mentor and [coaching programs](#) helped individuals find new ways of working.

The industry found new ways to support patients, healthcare professionals and stakeholders. We learned to collaborate and communicate differently. The industry embraced innovative solutions for sharing information and focused on building digital capabilities that enable virtual connectivity. We developed, tested, manufactured, commercialized, and distributed vaccines in less than one year from lab to patient, a record-breaking timeframe. [WLP shared experiences](#) from different functional perspectives.

We must take forward these lessons: different ways to collaborate and connect; our commitment to having tough conversations about race, privilege and bias; new definitions of workplace. And we must continue to leverage our individual and collective power as women leaders to drive continuous evolution and change.

Challenging the Status Quo and Supporting Others

The evolution of WLP came to life with the introduction of our re-constituted Board and expanded national Executive Leadership Team. This team drove connectivity through: mentoring programs, book clubs, virtual events & networking session, social media content, member emails and podcasts. Those accomplishments were made possible by combining our collective knowledge and expertise, as well as with the astonishing support of our many sponsors.

We came so far throughout 2021 and are looking forward to where we are going. We will continue to refine and expand our membership benefits. We have demonstrated that we are a reliable partner and can now initiate concrete conversations with industry leaders regarding the glass ceiling and gender equality.

We believe women are powerful. We become more powerful when we share our insights, our time, and our talents. The existence and accomplishments of Women Leaders in Pharma would not be possible without our sponsors, members, panellists, and volunteers.

Thank You

Annual and Event Sponsors who embrace our vision, lend their support, and propel us on this journey.

Members for choosing us as an organization who can empower you to be a catalyst for change, connect ideas and reach your full potential.

Panellists, guest speakers and experts who [gave us insight](#) into their lives and whose stories enriched our journey.

Coaches who help our members explore, unleash and unlock their potential through our member exclusive [coaching program](#).

Volunteers who give their time, energy, creativity, and passion enriching our offerings to our membership, our association, and our industry.

The **executive leadership team** who work relentlessly to design the strategy behind the many platforms that build our national community.

The **board of directors' members** who support our organization by providing direction and by ensuring that we are focused on achieving our purpose and mission.

Thanks to all of you, Women Leaders in Pharma is a growing network of women, and those who identify as women, who are pushing boundaries to influence and inspire change in the life sciences and pharmaceutical industry.

Thanks for taking the time to read our 2021 year in review. I am confident that by supporting women across our industry we will continue to drive innovation and growth for patients and the healthcare industry. Please feel free to contact me with any comments or questions; I would be pleased to hear from you.

Milva D'Aronco, CoFounder and Board Chair
Women Leaders in Pharma
info@womenleadersinpharma.com

Financial Performance

Women Leaders in Pharma is a Canadian non-profit corporation. Its financial performance is reviewed and compiled by Belzile Tremblay Chartered Professional Accountants. An audit engagement and review engagement has not been performed.

WOMEN LEADERS IN PHARMA STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS FOR THE YEAR ENDED DECEMBER 31, 2021

	2021	2020
	\$	\$
Revenues	92,108	45,609
Expenses	29,179	26,963
Excess of Revenues over expenses	62,929	18,646
<i>Net assets, beginning of year</i>	13,017	(5,629)
<i>Net assets, end of year</i>	75,946	13,017

WOMEN LEADERS IN PHARMA BALANCE SHEET DECEMBER 31, 2021

	2021	2020
	\$	\$
Assets		
Current		
Cash	101,266	27,071
Prepaid expenses	2,364	-
	103,630	27,071
Liabilities		
Current		
Accrued liabilities	3,024	1,707
Due to administrators	215	215
Deferred income	24,445	12,132
	27,684	14,054
Net Assets		
Unrestricted	75,946	13,017

Women Leaders in Pharma's excellent financial position can be attributed to carefully managed expenses and revenues generated through events, membership, and sponsorship. The company's net assets as of year-end 2021 were \$76k with a double-digit growth over 2020.

In 2021, Revenue was generated from the following sources:

- Events accounted for 17% of total revenue:
- Membership fees accounted for 33% of total, and
- Sponsorships accounted for 50% of total revenues

In 2021, expenses have increased 8% versus prior year; while significantly increasing the offering of programs (mentorship, podcasts, etc.). Approximately 80% of the expenses are incurred in the following areas:

- 33% of spend related to events
- 30% attributed to Zoom and WIX software license fees
- 16% went to marketing expenses

At the end of December 2021, Women Leaders in Pharma's assets contained 2% prepaid expenses with the remainder being cash. Approximately 85% of WLP's liabilities are derived from deferred income from both sponsors and memberships.

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A Word from Jenn

The WLP has accomplished much in 2021! We are proud to have grown our membership base, as well as the offerings to our members, and to the industry at large. New offerings including our Real Time with WLP, the WLP Book Club, as well as our mentoring and coaching services to name a few. Despite not being able to meet in person in 2021, we remained connected with



one another through [various virtual events](#), social media, [revamped website](#), emails, and networking sessions.

2021 brought significant growth in our WLP infrastructure. We established our volunteer national Executive Leadership Team (ELT), which is responsible for leading our eight volunteer committees including Diversity, Events, Finance, Sponsorship, Membership, Digital, Analytics, and Communications. Each committee has a distinct responsibility in further establishing the WLP, and bringing the advantages and opportunities of the WLP to more women in the healthcare industry. This work has included delivering value to our members, streamlining processes and creating an infrastructure that is prepared and ready for significant growth.

We have grown to over 70 volunteers...creating a wonderful community! I am so proud of what our volunteers have been able to accomplish in connecting women from across our industry, with the goal of empowering you, our members, and one another. The WLP looks forward to continuing to fine-tune offerings in 2022 and beyond, so that we can create effective opportunities for women to reach their full potential.

Thank you
Jennifer Meldrum
WLP President

WLP By the Numbers (as at December 31, 2021)

Members

1. Number of total members ~380 (2020 was 298)

Volunteers

1. Total number of volunteers ~70 throughout the year

Events

1. Number of events 13 Events (including 4 book clubs)
2. Number of event guest speakers 20
3. Number of attendees 721 total attendees for non book club events and 191 total book club attendees
4. Number of podcasts 8 podcasts with 9 speakers

Coaching and Mentoring

1. Number of Coaches 11
2. Participation rate in coaching 13
3. Mentorship pilot with 19 mentors and 19 mentees

Digital Presence

1. Followers on LinkedIn 8,900
2. LinkedIn Page Views: 12,916
3. Unique visits to Website – 949
4. Instagram Followers 120

What Our Members, Volunteers, and Partners Have to Say

Since joining WLP I have felt supported in a safe space to grow.

I've taken advantage of the programs WLP has to offer, like the mentorship pilot, where I learned how to put myself out there and discover what I really wanted for my career.

I have been granted excellent opportunities to network, learn new skills by volunteering, and keep on top of the changes in our industry.

I do want to see more women in leadership positions in our industry. I want to be a part of this change so that no woman feels they are compromising anything by striving for better positions, more recognition and equal pay.

I truly enjoy tapping into my creative side with volunteering. I am at a place in life where I find this type of work extremely rewarding and I have the time to do it.

I am grateful for the diversely talented team Shawna has put together and I learn with each interaction. We have all formed bonds that I feel will last for many years to come.

Jody Franklin, Volunteer

Faire partie de *Women Leaders in Pharma* est un honneur. J'ai le privilège de rencontrer et de collaborer avec un groupe intrépide de femmes leaders qui m'inspirent chaque jour. Ensemble, nous nous valorisons les unes les autres, nous poussons les limites sans cesse et nous contribuons à façonner les leaders d'aujourd'hui et de demain. Que demander de plus?

Nina Lorenzo, ELT Member

Volunteering with WLP gives me the opportunity to connect with inspiring women leaders on both a personal and professional level. I'm made a number of new contacts and friends along the way. I've also had the chance to put my skills to good use and be part of some exciting initiatives, most notably the launch of the 'Real Time With WLP' podcast.

Stephanie Engel, Volunteer

Mon travail de bénévolat avec WLP m'a permis de rencontrer une merveilleuse communauté de femmes et de travailler sur des projets que je n'aurais pas eu l'occasion de faire dans mon travail. L'expérience est non seulement enrichissante mais aussi une qui m'a donné la chance de nouer de merveilleuses amitiés!

Joanna Pohl, Volunteer

My personal goal as a volunteer is to help and support other women reach their true potential. Joining WLP to start their Mentorship Program was a great fit. I love working with other woman and lifting each other up.

TJ Geddes, ELT Member

Mentorship Pilot Testimonials

I would just like to thank WLP for this experience... it was a way... I've been working in the industry for almost 30 years, and it gave me an opportunity to give back. And I've been a mentor for many people over the years, but this was a really great platform to be to be part of.

Christine Ford

Je recommande le programme de mentor parce que c'est vraiment une opportunité d'apprendre d'autres femmes qui ont vécu des situations diverses et puis d'être mieux préparés pour faire face à des situations similaires et vraiment de d'obtenir la profondeur dans notre expérience.

Nadine Lafonde

The [mentorship program](#) was an excellent experience. It's not just about sharing your experience as a mentor, it's also about learning from your mentee. The relationship works only if both mentors and mentees are willing to put in the commitment and time to invest in each other. Thank you for the opportunity to participate in the Pilot. It was an excellent experience.

Sandra Tomassini

The pilot has ended...my mentee and I have agreed to continue to work together, so to me, this defines success. I strongly encourage women to participate in the mentorship program.

Anita Stanga

ACKNOWLEDGEMENTS

2021 Annual Sponsors

- Ogilvy Health
- Healthing.ca/Post Media
- Boehringer-Ingelheim
- Takeda
- Merck



2021 Event Sponsors

- St-Amour a division of Groupe Magellan
- O'Neill Communications
- Bristol Myers Squibb
- Tank
- Peak Pharma Solutions
- MD Analytics

2021 Panelists and Speakers

- Dr. Jeffrey Mogil
- Louie-Anne Gauthier
- Laura Daines
- Laura McDermott
- Gena Restivo
- Julia Duszczyszyn
- Nancy Milton
- Sandra Rinto Flavien
- Vicky Chan
- Rachel Megitt
- Andrea Sambati
- Sonia Riverin
- Jessie Robertson
- Jennifer Meldrum
- Sybil Dahan
- Geneviève Guertin

2021 Board Members

- Milva D'Aronco
- Tamara Lovi
- Angelina Brathwaite
- Angelina Habimana
- Patricia Gauthier
- Gamze Yuceland
- Thea Discepola
- Sarah Marquis

2021 Executive Leadership Team

- Jennifer Meldrum
- Sarah Manley Robertson
- Cheryl Hue
- Charlene Thompson
- Helen Clark
- Jessica Lovett
- Nicola Llyod
- Sonia Riverin
- Sanobar Syed
- Shawna Boynton
- Tracey Hudson
- Nina Lorenzo
- Milka Ignjatovic
- Dania Scott

We believe women, and those who identify as women, across all levels of the life sciences & pharmaceutical industry and those affiliated with it will continue to forge a path forward for future women to lead, support, and empower others. Join us at www.womenleadersinpharma.com